

Product Manager Automatic Identification Technology (PM AIT)



Presented to the

AAC WORKSHOP ON

**"THE WORLD OF A PM AND HOW TO
BECOME ONE"**

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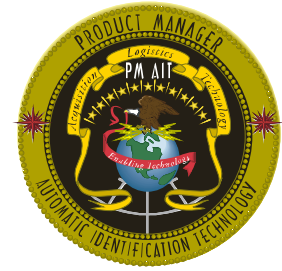
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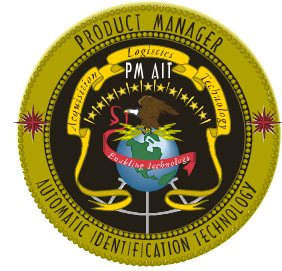
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TODAY'S TOPICS



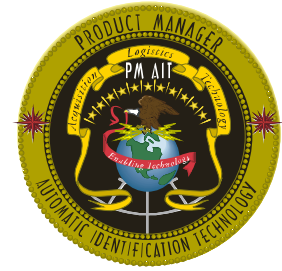
- **HISTORY OF THE CDG**
- **CHALLENGES FACING THE ARMY**
- **CDG PROGRAM**
- **MANAGEMENT OF CDG SELECTEES**
- **INDIVIDUAL DEVELOPMENT PLAN**
- **BENEFITS TO THE ARMY**
- **BENEFITS TO THE CDG MEMBER**
- **ELIGIBILITY FOR THE CDG PROGRAM**
- **PROFILE OF FIRST CDG SELECTEES**
- **WHAT YOU CAN DO TO BECOME MORE COMPETITIVE.**

HISTORY OF THE CDG



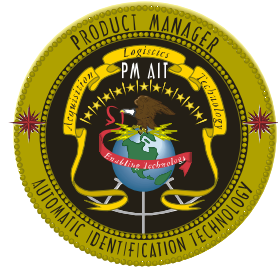
- **RESULT OF THE DEFENSE ACQUISITION WORKFORCE IMPROVEMENT ACT OF 1990**
- **ESTABLISHED THE ACQUISITION WORKFORCE**
- **PURPOSE WAS TO PROFESSIONALIZE THE ACQUISITION WORKFORCE**

CHALLENGES



- **CURRENT WORKFORCE**
 - **REDUCED BY ALMOST 50%**
 - **AVERAGE AGE OF TODAY'S WORKFORCE**
 - **MANY NEARING RETIREMENT**
- **CONSTRAINED RESOURCES**
- **INTEGRATION OF MILITARY AND CIVILIAN ACQUISITION EDUCATION, TRAINING AND CAREER DEVELOPMENT**
- **NEW ADVERSARIES AND THREAT OF TERRORISM**
- **TRANSFORMATION OF THE ARMY**

CDG PROGRAM



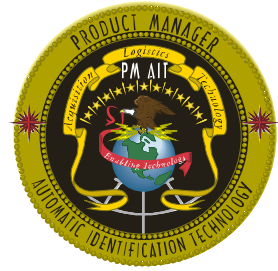
- **THREE YEAR DEVELOPMENT TRAINING PROGRAM**
- **EXPANDED TRAINING AND LEADERSHIP ASSIGNMENTS**
- **CAREER DEVELOPMENTAL OPPORTUNITIES**

MANAGEMENT OF CDG SELECTEES



- **CENTRALLY MANAGED**
- **ASSIGNED TO A CENTRALLY FUNDED DEVELOPMENTAL POSITION**
- **BASED ON EDUCATION, EXPERIENCE, TRAINING NEEDS**
- **RECEIVE PRIORITY ACCESS OF TRAINING, LEADERSHIP, MANAGEMENT COURSES**
- **GRADUATION UPON SUCCESSFUL COMPLETION OF IDP**

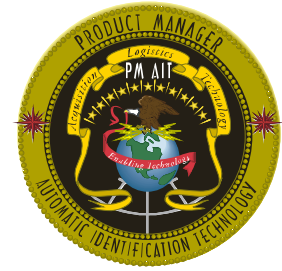
INDIVIDUAL DEVELOPMENT PLAN



- **FOCUS IS TO FULFILL SPECIFIC DEVELOPMENTAL NEEDS**
- **MAKES CDG MEMBER MORE COMPETITIVE**
- **UPON GRADUATION OR SELECTION TO A CRITICAL ACQUISITION POSITION, CDG MEMBERS ARE ACCESSED INTO THE AAC**
- **PROMOTIONS ARE NOT PART OF THE PROGRAM**

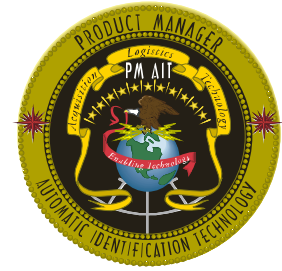
INDIVIDUAL DEVELOPMENT PLAN

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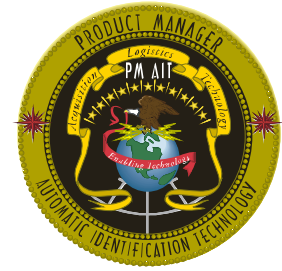
- **CDG GRADUATES NOT PROMOTED TO A CRITICAL ACQUISITION POSITION, BUT SUCCESSFULLY COMPLETE IDP OBJECTIVES, ARE LATERALLY REASSIGNED TO A POSITION:**
 - **WITH GREATER RESPONSIBIITY IN AN ACF IN WHICH THEY HAVE SERVED PRIOR TO CDG;**
 - **IN AN ACF FOR WHICH THEY HAVE BECOME QUALIFIED DURING THE CDG PROGRAM;**
 - **FULFILLING A SHORT OR LONG-RANGE IDP GOAL; OR**
 - **IN A DIFFERENT ORGANIZATION**

BENEFITS TO THE ARMY



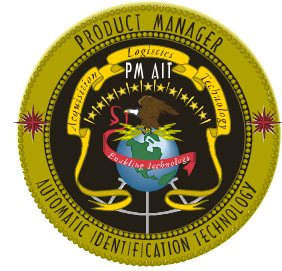
- **INVESTMENT IN FUTURE LEADERSHIP**
- **PERSONNEL HAVE INCREASED EDUCATION/ EXPERTISE**
- **HIGHER SKILLED WORKFORCE**
- **RETAINS WORKFORCE FOR A LONGER PERIOD OF TIME**
- **ULTIMATELY, SUPPORTS OUR FIGHTING FORCES**

BENEFITS TO THE CDG MEMBER



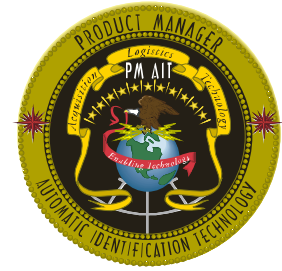
- **CAREER DIVERSIFICATION**
- **ADVANCED FORMAL EDUCATION**
- **ADDITIONAL MANAGEMENT/LEADERSHIP TRAINING**
- **INCREASED LEVELS OF RESPONSIBILITIES AT HIGHER LEVELS OF COMMAND**
- **OPPORTUNITY TO ENHANCE LEADERSHIP SKILLS**
- **PERSONAL GRATIFICATION**

ELIGIBILITY FOR THE CDG PROGRAM



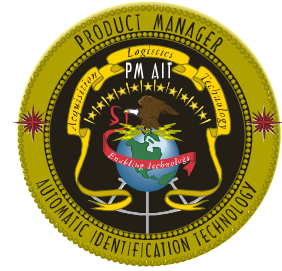
- **CDG APPLICANTS MUST BE:**
 - **CERTIFIED AS AN ACQUISITION CORPS ELIGIBLE OR CORPS MEMBER**
 - **LEVEL III CERTIFIED IN ONE ACQUISITION CAREER FIELD**
 - **AN ARMY EMPLOYEE**
- **TO BE CORPS ELIGIBLE, ONE MUST MEET SPECIFIC REQUIREMENTS AS SPELLED OUT IN THE CE POLICY AND PROCEDURES**

PROFILE OF FIRST CDG SELECTEES



- **SELECTION PROCESS IS RIGOROUS**
- **FIRST 25 SELECTED IN FY97; GRADUATED IN FY00**
- **OVER 600 APPLICANTS**
- **FORMAL EDUCATION**
 - **25 - BACHELOR'S DEGREES**
 - **23 - MASTER'S DEGREES**
 - **2 - DOCTORATES**

PROFILE OF FIRST CDG SELECTEES (Continued)



- **ACF CERTIFICATION**

- 25 - LEVEL III CERTIFIED IN ONE ACF
- 14 - LEVEL III CERTIFIED IN TWO
- 3 - LEVEL II CERTIFIED IN THREE

- **ASSIGNMENT HISTORY**

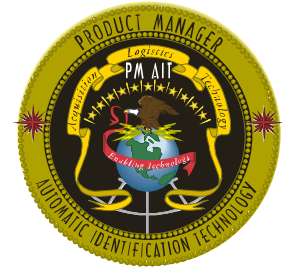
- 11 - SERVED IN ONE MAJOR COMMAND
- 8 - SERVED IN TWO MAJOR COMMANDS
- 6 - SERVED IN THREE-FIVE MAJOR COMMANDS
- 3 - HAD JOINT ASSIGNMENTS

WHAT YOU CAN DO TO BECOME MORE COMPETITIVE



- **FORMAL EDUCATION**
- **ACF CERTIFICATION**
- **DIVERSIFIED EXPERIENCE**
- **MILITARY TRAINING**

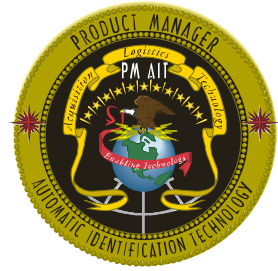
ARE YOU INTERESTED?



- **SEEKING CHALLENGE?**
- **CAREER EXPANSION?**
- **INCREASED LEVELS OF RESPONSIBILITY?**
- **UNIQUE OPPORTUNITIES?**

THEN APPLY FOR THE CDG PROGRAM!

Point of Contact



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